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15 Attorneys for Defendant
16 SKYWEST AIRLINES, INC.

11 UNITED STATES DISTRICT COURT
12 NORTHERN DISTRICT OF CALIFORNIA
13 SAN FRANCISCO DIVISION

14 SKYWEST PILOTS ALPA ORGANIZING
15 COMMITTEE, et al.,

16 Plaintiffs,

17 vs.

18 SKYWEST AIRLINES, INC.,

19 Defendant.

No.: 3:07-CV-02688-CRB

20 DECLARATION OF
21 ROY GLASSEY IN SUPPORT OF
22 OPPOSITION TO MOTION FOR
23 PRELIMINARY INJUNCTION

Honorable Charles R. Breyer

24 

Winston & Strawn LLP
101 California Street
San Francisco, CA 94111-5894

1 1. My name is Roy Glassey. I reside in Kildeer, Illinois. I am employed by SkyWest in
2 the position of Chief Pilot for Chicago, a position I have held since February 2006. I base this
3 declaration on my personal knowledge and information maintained by SkyWest in the ordinary
4 course of business.

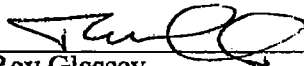
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6 2. SkyWest has a policy regarding posting non-company materials on bulletin boards in
7 crew lounges. The policy states that no materials, other than those issued by SkyWest, may be
8 posted on these bulletin boards without first obtaining Company approval. Ultimate authority must
9 come from upper level management.

10 3. Based on this policy, I have removed materials that were posted without obtaining
11 prior management approval. That would include ALPA postings, but also other items such as
12 newspaper articles, cartoons, business solicitations, etc. At no time have I discriminated only against
13 ALPA postings. Likewise, I have told pilots who have asked me about posting things on the bulletin
14 board that they needed to get upper level management approval. This, too, has not been limited to
15 ALPA fliers, but also requests to post materials relating to such things as a children's charity and the
16 "Race for the Cure."
17

18 4. SkyWest has a detailed policy regarding personal appearance, grooming, and uniform
19 standards. Among many other things, it prohibits the wearing of identification badge lanyards that
20 have logos on them other than the SkyWest logo. I require pilots who are wearing non-compliant
21 lanyards to remove them, and give them plain, black lanyards to replace their nonconforming ones. I
22 have enforced the lanyard policy uniformly, not just for ALPA lanyards, and have asked several
23 other pilots to remove other types of lanyards that do not conform to the company's uniform policy.
24 Some of these lanyards have displayed companies such as Verizon and United Air Lines, or sports
25 teams, such as the Chicago Bears.
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27
28

1 I declare under penalty of perjury under the laws of the United States of America that the foregoing
2 is true and correct to the best of my knowledge and belief.

3
4 5/28/07
Date


Roy Glassey

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